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ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Use of civilian personnel in peace-keeping operations

Report of the Secretary-General

I. INTRODUCTION

1. The Secretary-General last reported to the General Assembly on the specific subject of civilian personnel in peace-keeping operations in 1990 (A/45/502). That report, which dealt mainly with personnel provided by Governments, led to the adoption by the Assembly of resolution 45/258 of 3 May 1991, in which it approved the procedures and the basis for the participation of such persons in peace-keeping operations, and requested a further report on the use of civilians in peace-keeping operations, a request reiterated the following year in resolution 47/218 A of 23 December 1992, as well as on a number of other aspects of the administration of such operations.

2. Those earlier requests have been supplemented by the recent adoption of General Assembly resolution 47/218 B of 14 September 1993, as well as by a series of reports by the Advisory Committee on Administrative and Budgetary Questions, notably its report on administrative and budgetary aspects of the financing of peace-keeping operations (A/47/990). Recommendations, suggestions and requests have also been made by the Special Committee on Peace-keeping Operations (A/47/253-S/21269, A/47/386 and more recently A/48/173) and by the General Assembly in its related resolution 47/71 of 14 December 1992. The present report is intended to respond to all those documents. Its use of the terms "mission" and "peace-keeping operation" should be understood as including all field operations of the United Nations.

3. In the preparation of the present report, the Secretary-General has been mindful of the conclusions and recommendations reached by the Joint Inspection Unit in a report on mission staffing (A/48/421, annex); he shares the views as well as the reasoning expressed therein as to the need for outside recruitment

to be more actively pursued. The Secretary-General has also taken account of views expressed by representatives of Member States participating in an informal working group that met at Headquarters between July and October 1993 to consider all aspects of United Nations peace-keeping operations.

4. Since the Secretary-General last reported on civilian personnel in peace-keeping operations (A/45/502) and, as was stated in his report (A/47/965-S/25944) on the implementation of the recommendations contained in "An Agenda for Peace" (A/47/277-S/24111), as well as in his report on the work of the Organization under the heading "Peace-keeping in a changing context", 1/ the use of such personnel has increased considerably. Not only have the number and size of peace-keeping operations grown at an unprecedented rate, but their scope has tended increasingly to extend beyond traditional military concerns into such areas as election monitoring, policing, humanitarian affairs and even, as in the case of the United Nations Transitional Authority in Cambodia (UNTAC), national administration. Thus the civilian personnel, in addition to categories traditionally required for an operation (political and legal affairs, public information, personnel administration, finance and budget, general support functions, etc.), have tended more and more to expand into these new areas. The "new generation" of peace-keeping missions requires additional sources of qualified and readily available civilian personnel. This requirement has not been successfully met in all cases. There is currently a fairly high vacancy rate in authorized posts in some field operations and the anticipated requirements of future operations may well exacerbate the problem. The present report surveys major existing sources of civilian personnel, and suggests the pursuit of an innovative approach towards the alleviation of the shortage in civilian personnel in both existing and future missions.

II. CIVILIAN PERSONNEL PROVIDED BY GOVERNMENTS

5. As stated by the Secretary-General in his report (A/45/502), there are certain "core" functions in peace-keeping operations that must be performed by United Nations staff members rather than by personnel provided by Governments. Such core functions, in the opinion of the Secretary-General, can be defined as "the political direction and the administration of an operation in all its facets". These include the formulation of policy and functions involving financial or personnel certifying authority (see A/45/801, para. 32). Bearing in mind this limitation, significant numbers of civilian staff have been provided by Governments for recent operations, particularly for short periods in the capacity of election monitors and human rights officers (United Nations Observer Mission to Verify the Referendum in Eritrea, United Nations Transitional Assistance Group in Namibia, United Nations Observer Mission to Verify the Electoral Process in Nicaragua, United Nations Angola Verification Mission and United Nations Transitional Authority in Cambodia). The Secretary-General notes that in its recent report (A/47/990), endorsed by the General Assembly in resolution 47/218 B of 14 September 1993, the Advisory Committee asked for the development of specific guidelines for the participation of civilian personnel provided by Governments along the lines of those already issued for election and police monitors. He is pleased to report the signing, on 13 September 1993, of a memorandum of understanding to that effect with the Government of one Member State within the framework approved by the General

Assembly in its resolution 45/258. Similar memoranda are currently being negotiated with other Governments.

6. In common with Member States, the Secretary-General favours the extensive use in peace-keeping operations of qualified civilian personnel made available - on either a loan or a secondment basis - by Governments. A number of notes verbales to that effect have been circulated. Indeed, the Secretary-General urges Member States to provide not only individuals, but also organized teams of personnel to meet specific and urgent needs of missions, whether as direct providers or as intermediaries with international service agencies incorporated in their respective jurisdictions (as to the latter source of personnel (see paras. 19-37 below).

7. While government nominations have made it possible to strengthen appreciably the rosters of prospective candidates for mission service, this important source is nevertheless insufficient. In particular, it has been proven difficult in practice always to match the qualifications and capacities of persons offered for service by their Governments with the needs of specific operations.

III. CIVILIAN STAFF ASSIGNED FROM THE SECRETARIAT

8. Staff members assigned from established United Nations offices, principally New York, make up the majority of international civilian personnel in peace-keeping operations. They perform the "core" functions described in paragraph 5 above, as well as support functions in the Professional, Field Service and General Service categories. They have the advantage of being familiar with United Nations policies and practices and, until fairly recently, it has normally been possible to deploy them to the field relatively quickly when new operations have been established or existing ones expanded.

9. Although the Secretary-General has the authority to assign staff members to duty stations anywhere in the world, it has been the policy to assign to peace-keeping operations only those who volunteer for such service. This approach reflects the fact that most peace-keeping assignments are in sites or areas considered "non-family" for reasons of hardship or security. Indeed, when the Organization's peace-keeping responsibilities began expanding rapidly in the late 1980s and early 1990s, large numbers of staff in established offices volunteered for mission service and a great number of them were successfully placed in posts that matched their qualifications and levels of experience. It has become increasingly difficult, however, to draw on this source because staff resources at established offices at Headquarters have become so depleted that other ongoing programmes of the Organization are being delayed and supervisors are less and less willing to release staff, particularly those whose performance is above average. It should further be noted in this context that the qualifications of staff volunteering for mission service often correspond to some actual requirements in the field, but never to all.

10. One factor limiting the number of staff volunteering for mission service is the security risk involved. Another is the perception that such service may impair a staff member's promotion and/or career prospects. This has been one of

the issues addressed on a priority basis by a Secretariat working group on field staffing that was established in January 1993. Remedial action, in the form of new procedures, was taken by the Office of Human Resources Management (OHRM). Other initiatives in this respect are currently being actively pursued. They deal, inter alia, with issues pertaining to assignment to, and reintegration from, the mission area and include the possible introduction of incentives for mission service, as well as a study of how a systematic rotation policy might be developed for the Secretariat.

IV. CIVILIAN STAFF PROVIDED FROM OTHER ORGANIZATIONS IN THE UNITED NATIONS SYSTEM

11. The secretariats of the other organizations in the United Nations system are another source of qualified and experienced civilian staff for peace-keeping operations. Although the Secretary-General has made repeated appeals for volunteers from these secretariats, the responses have not always brought about the results expected. The reasons for this may be similar to those indicated in the preceding paragraph with reference to the United Nations Secretariat. The Secretary-General intends to pursue this matter vigorously through the mechanisms of the Administrative Committee on Coordination (ACC).

V. CIVILIANS RECRUITED INDIVIDUALLY FROM OUTSIDE THE UNITED NATIONS SYSTEM

12. Recruitment of new staff members from non-governmental sources outside the United Nations system has been actively pursued to help satisfy the increased demand for mission personnel. The pool of potential candidates is very large and is increasing as military establishments in many countries are cut back to reflect the changed international political climate. The names of several thousand potential recruits are on the rosters maintained by OHRM, and measures are being taken to extend those rosters and also to refine them so that candidates with qualifications and skills matching specific mission positions can be more easily and quickly identified. This is one of the areas being pursued by the Secretariat working group referred to in paragraph 10 above.

13. Recruitment of this type has provided excellent staff for many missions. Until recently, however, it has been constrained by checks, clearances and other procedures required by the standard recruitment process. Further, staff recruitment in this category has added significantly to the administrative burdens and costs of mission personnel offices, as they were subject to the provisions of the 100-series of staff rules normally meant to cover non-project United Nations career personnel.

14. Following inter-departmental consultations on this problem within the Secretariat, an accelerated recruitment procedure for missions, involving streamlined arrangements for medical and other clearances, was introduced in April 1993.

15. A related difficulty is that the Organization's staff rules did not provide for a suitable contractual instrument to employ large numbers of personnel for

short assignments. To address this problem, a revision of the 300 series of staff rules has been completed and will be submitted to the General Assembly during its current session. The new rules provide a non-career regime for appointments of limited duration (up to four years) and will do much to speed the recruitment process and alleviate the burden of administering large numbers of staff members in the field under the 100-series staff rules. OHRM and the Field Operations Division (FOD) are also examining other aspects of the staff rules, as well as related policies and procedures, with a view to adjusting them to serve the Organization better in field situations.

16. The improvements listed above will do much to streamline the recruitment and administration of new United Nations staff for core positions. This system, however, does not provide the most suitable means for the rapid mobilization of teams of personnel for non-core functions that need to be deployed urgently, particularly during the start-up, "surge" phase of a mission. Consequently, alternative methods had to be investigated.

VI. USE OF UNITED NATIONS VOLUNTEERS

17. The use of significant numbers of United Nations Volunteers in peace-keeping operations is fairly recent. These Volunteers possess a wide range of skills, often have experience with field activities in a United Nations context and are less costly than internationally recruited staff members. Many were employed in UNTAC and significant numbers are also being recruited for the United Nations Operation in Mozambique (ONUMOZ) and for the United Nations Operation in Somalia (UNOSOM). The experience with United Nations Volunteers thus far suggests both the strengths and the limitations of this source of civilian personnel.

18. The UNTAC experience suggests that the Volunteers can be a very useful and cost-effective source of civilian support personnel for tasks such as election monitoring, which require their deployment at the grass-roots level where their interaction with the local population seems to be especially effective. The Secretary-General thus sees no difficulty with the recommendation of the Advisory Committee on Administrative and Budgetary Questions (A/47/990, para. 19) that greater use be made of their services in missions. It should therefore be noted that their mandate, as established by General Assembly resolution 2659 (XXV) of 7 December 1970, may have to be clarified to confirm their involvement in activities beyond those related to development assistance. The administrative aspects of using United Nations Volunteers are normally addressed in the memoranda of understanding signed for individual missions. In this context, it has been clarified that in matters of security, the Volunteers and other United Nations staff shall henceforth be subject to the same conditions, stipulations and entitlements, under the overall authority of the Security Coordinator. It should further be clarified that for the duration of their service in a United Nations peace-keeping mission, the Volunteers should be under the authority of, and accountable to, the Chief of Mission.

VII. USE OF INTERNATIONAL CONTRACTUAL PERSONNEL

1. Pilot project in the United Nations Protection Force (UNPROFOR)

19. By mid 1992, a serious staff shortage had developed in UNPROFOR, despite strenuous attempts to provide qualified staff through secondment from Governments, assignment from within the United Nations system and recruitment from outside. To alleviate the problem and allow the operation to carry out the mandate, an innovative means of recruitment had to be devised. It was against this background that the pilot project to acquire urgently the services of civilian support personnel by contract through international service agencies, summarized by the Secretary-General to the General Assembly in his report on the financing of UNPROFOR (A/47/741), was begun by the Protection Force in November 1992. This situation provides, in effect, a classic example of the difficulty described in paragraphs 8-12 above: the inadequacy of existing mechanisms and procedures to provide rapidly a large number of personnel needed for the establishment or strengthening of a major peace-keeping operation. It should be noted that in UNPROFOR, the problem was compounded by the political circumstances in the mission area, which made it impractical to use locally recruited staff for a great number of positions. While this kind of difficulty may not arise in every operation, it may well occur in some.

20. In UNPROFOR, the personnel acquired represent a variety of support skills, especially in technical and trades areas. Their services are being provided for 12-month periods through contracts under which the international service agencies concerned undertook responsibility for (a) the nomination of personnel for review and selection by the mission; (b) the recruitment of those selected; (c) their travel to and from the mission; (d) their remuneration; and (e) their insurance. UNPROFOR assumed responsibility for their meals and accommodation and for emergency medical care. These arrangements are in line with those frequently and increasingly employed by Governments to provide similar services, particularly in conjunction with the deployment of military personnel, as well as by the private sector for projects requiring qualified technical support staff.

21. The contracting international service agencies, which provide several candidates for each available post, were specifically requested to offer multinational personnel to the extent possible; at the end of August 1993, the 304 persons employed in UNPROFOR under these arrangements were drawn from more than two dozen countries on five continents.

22. Reporting in December 1992 on the financing of UNPROFOR, ACABQ noted the relatively low cost of the contractual personnel (see also para. 24 below) and expressed the view that similar procedures should be used, where appropriate, in other peace-keeping operations (A/47/778, para. 41).

2. Evaluation of the pilot project

23. From the operational point of view, this initiative has been a notable success. On average, the contracted personnel have been deployed to their mission stations within 28 days of the signing of contracts - significantly

faster than would have been possible had staffing proceeded through the normal channels. The differences between their status and that of staff members has not caused difficulties with the local population nor compromised the political objectives of the mission in any way. Their performance on the job is evaluated as at least equal to that which would be expected of United Nations personnel recruited for mission service by OHRM or assigned to a mission from other offices. On this subject, UNPROFOR has reported that the personnel in question are performing satisfactorily and that their standards "are quite high in terms of both professionalism and work ethics"; it considers the pilot project instrumental in enabling the mission to carry out its mandate.

24. The Advisory Committee on Administrative and Budgetary Questions, as indicated in paragraph 22 above, noted the cost-effectiveness of this procedure. Cost, however, has not been the prime criterion in selecting one contracting international service agency in preference to another. Considerable weight has been given to the following factors: the experience and reliability of each contractor; how the contractor proposes to ensure the high quality of the personnel that it nominates; how quickly the contractor can deploy the personnel selected and how well can it support them; the number of qualified female candidates the contractor can nominate; and, finally, the geographic distribution of the personnel that it proposes. Similarly, cost is not the exclusive criterion for the selection of individuals; due account is taken of qualifications, experience, perceived ability to perform effectively and the need for a broad geographic spread.

3. Remuneration of contractual personnel

25. In its report to the General Assembly on administrative and budgetary aspects of the financing of United Nations peace-keeping operations, the Advisory Committee on Administrative and Budgetary Questions raised questions related to the remuneration of contractual personnel. It considered that the Assembly should be apprised in particular of the issue of whether their salary rates should reflect primarily their country of recruitment or the quality of the services delivered, due regard being paid to compliance with the principle of equal pay for equal work and safeguards against possible abuse and exploitation (A/47/990, para. 18).

26. The Secretary-General understands and shares the Advisory Committee's concerns. At the same time, it is important to point out that so far, no evidence of exploitation or abuse has emerged in connection with the use by the United Nations of contractual personnel of this kind. Applicants interested in such employment write to the contracting company at their own initiative and are under no obligation to accept any conditions of service offered to them. In fact, in order to attract good candidates, contractors tend to offer a salary and benefits package considered competitive to the pool of potential candidates from which they would recruit.

27. To answer such concerns further, the Secretary-General will review the language of contracts to ensure that full disclosure of the terms of employment is communicated to the applicants and to prohibit any exploitative practices such as hidden or unauthorized deduction from wages. He also intends to review

compensation packages offered by contractors for contract field teams within the more general framework of other contracted personnel to ensure that no abusive or exploitative practices are allowed. In this context, it should be noted further than the international service agencies themselves are subjected to a rigorous pre-selection process to ensure that they are reputable and reliable businesses, as well as companies that adhere to generally accepted business standards and ethics.

28. On the question of pay equality, contractual personnel receive a base salary and a uniform monthly incentive allowance. While there are cases in which persons performing similar functions are not paid the same aggregate amount, such disparities can be attributed to differences in the qualifications and experience of the appointees.

4. Future plans

29. In its report on the staffing of missions the Joint Inspection Unit has recommended that resort to contractual arrangements be further explored and examined (A/48/421, annex, recommendation IV (b)). Furthermore, as indicated in paragraph 5 above the positive outcome of the pilot project in UNPROFOR has encouraged the Secretary-General to envisage using similar arrangements to fill non-core support positions across the whole range of peace-keeping missions when the normal methods of assignment or recruitment prove inadequate to the task of providing qualified personnel in sufficient numbers without unacceptable delays. The use of contractual arrangements in such cases would have a number of advantages, among them the following:

(a) It would greatly accelerate the deployment of qualified support personnel to missions;

(b) It would give the Organization easy access to a reservoir of technical/trade/professional skills that are not readily available in the United Nations system or do not exist at all within it;

(c) It would make available more Field Service staff members for managerial and supervisory functions;

(d) It would significantly reduce the burden on mission administrative staff;

(e) It could eventually become a useful source of staff of proven competence for recruitment to the organizations and programmes of the United Nations system;

Moreover, since personnel obtained through these channels would normally hold one-year contracts with their employers, they would not become a burden on the Organization when missions were reduced in scale or terminated. Those whose performance proved unsatisfactory could be promptly removed and replaced. For these reasons, as well as the others indicated above, personnel costs would be contained.

30. It is intended to refine and improve the candidate selection process further in an effort to achieve even broader geographic distribution of personnel, more women appointees at higher levels and more candidates for each post so as to give the United Nations a greater role in the selection process. At the same time, the contracting international service agencies would be required to propose not just individuals, but contract field teams, i.e. teams of workers complete with their own procedures and administrative support. This provision should improve efficiency and, in addition, would reflect more clearly the distinct character and status of this category of personnel.

31. In light of the above, the Secretary-General would welcome endorsement by the General Assembly of his plans to resort to contractual arrangements as an additional source of civilian personnel in peace-keeping missions, under the terms specified in paragraphs 33-37 below.

32. International contractual personnel are employees of their respective international service agencies. They are not staff members, employees or agents of the United Nations. They are therefore not entitled to the emoluments and benefits of United Nations staff members, employees or agents.

33. International contractual personnel would not perform "core functions" as these functions have been defined in paragraph 5 above. Furthermore, to the extent possible, the functions to be performed by such personnel would relate to technical and mechanical skills, trade and related fields. Whenever possible, the personnel would be organized in self-contained teams. These delineations, are designed to distinguish further among the various categories of personnel engaged in peace-keeping operations and, inter alia, to ensure that contractual personnel would not normally find themselves in supervisory positions as regards United Nations staff members, while still allowing for the proper functioning of such operations.

34. Although international contractual personnel are employees of the contracted international service agencies, they work under the overall authority of the Chief of the Mission for the duration of their tenure with the United Nations peace-keeping operation. The Chief of Mission therefore has the authority, and indeed the obligation, to monitor their services and, when necessary, demand that the relevant service agency replace those persons whose performance or conduct is deemed unsatisfactory. The Secretariat would introduce appropriate internal mechanisms to monitor the performance and the conduct of the contractual personnel and to control the quality of services they perform.

35. The contractual documents to be concluded between the United Nations and the international service agencies would require that they fully indemnify, defend and hold harmless the United Nations from and against third party claims arising from acts or omissions of personnel supplied by them. Such indemnity obligations would be accompanied by financial guarantees in amounts commensurate with the potential exposure of the Organization to such third party claims.

36. International contractual personnel, while not covered under the Convention on Privileges and Immunities of the United Nations, as they are neither officials of the Organization nor experts performing missions for the

Organization, should nevertheless be accorded legal protection. This protection would extend to immunity from legal process in respect of words spoken and written and all acts performed by them in their official capacity, as well as entitlement to repatriation in times of international crisis. This legal protection would be expressly stated and included in the Status of Force Agreements concluded between the United Nations and future host Governments.

VIII. LOCAL STAFF

37. About two thirds of the civilian posts in current peace-keeping operations are staffed by locally recruited personnel, usually in the General Service and related categories. These persons are largely clerks, typists, secretaries, drivers, security guards, messengers and other administrative support staff. In general, the difficulties encountered in filling international civilian posts in missions, as described in sections II-VII above, have not applied to these locally recruited posts and vacancy levels have been relatively low.

38. In its report, the Advisory Committee called attention to the "significant number" of international General Service staff employed in such operations and expressed the belief that greater efforts should be made to recruit such personnel locally (A/47/990, para. 15). A similar recommendation has indeed been recently made by the Joint Inspection Unit (A/48/421, annex, recommendation IV (a)). The Secretary-General is prepared to make all reasonable efforts in this direction, but wishes to point out that the ability to make use of local personnel for a particular peace-keeping operation depends largely on (a) the size and nature of that operation and of its staffing table; (b) the labour market in the country in which it is situated, including the language and other more specialized skills available; and (c) political factors, such as the ability of local personnel to move freely and otherwise function within the mission area.

IX. SECURITY

39. The Secretary-General has reported separately to the General Assembly and to the Security Council on the security of United Nations operations and the personnel attached to them, both civilian and military (A/48/349-S/26358 of 27 August 1993). The security measures envisaged therein apply to all categories of personnel contributing to United Nations field operations.

X. CONCLUSION

40. Experience has shown that no single source can provide the civilian personnel required to support field missions. Although staffing needs can vary enormously from mission to mission, in all but the smallest of missions a mix will usually be required, including seconded or assigned personnel, newly recruited staff, volunteers and contractual personnel. The Secretary-General intends to draw on all the categories described in sections II to VIII of the present report so as to provide existing and future missions with the personnel they need to function effectively and at minimum cost.

Notes

1/ *Official Records of the General Assembly, Forty-eighth Session, Supplement No. 1* (A/48/1), chap. IV, sect. C.

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COMPREHENSIVE REVIEW OF THE WHOLE QUESTION OF PEACE-KEEPING OPERATIONS IN ALL THEIR ASPECTS

Training for peace-keeping

Note by the Secretary-General

I. INTRODUCTION

1. In paragraph 10 of its resolution 46/48 of 9 December 1991, the General Assembly requested the Secretary-General to collect information on peace-keeping training and similar activities and further requested him to issue a list based on national submissions and to bring it up to date regularly. In pursuance of this request, the Secretary-General submitted a report on 28 October 1992 (A/47/597). The information contained in that report has been brought up to date, based on submissions from 21 Governments received this year. For ease of use, it is presented in standardized form.

II. SUMMARIES OF INFORMATION RECEIVED FROM GOVERNMENTS

AUSTRALIA

2. Australian training for United Nations operations is provided by the Australian Department of Defence to military and civilian personnel forming part of an Australian peace-keeping contingent. Training is conducted at the Sydney-based reinforcement holding company, except when a battalion-sized unit is to be deployed, which is trained at its home base.

3. The Australian Defence Force Peace-keeping Centre was established in January 1993 to oversee training and the development of peace-keeping doctrine. The Peace-keeping Centre will hold two staff-level courses per year and provides instructor support to contingent pre-deployment training and general officer training courses. The Centre is open to regional participation, as well as to Australian civilian personnel.

4. The New Zealand Defence Forces also receive training assistance from the Australian Department of Defence.

Areas of instruction

5. The intention of Australian training is to equip personnel with the skills required to function effectively as members of a United Nations operation. Military units, officers, military and civilian police and reservists receive training. Basic training covers all the areas outlined in the United Nations guidelines:

- refresher trade instruction;
- medical training;
- general military training;
- United Nations operations instruction; and
- language, cultural, and historical training.

In addition, personnel receive training specific to each operation.

Specialized training

6. The Australian Department of Defence offers training assistance in specialized areas. For example, mine-awareness and medical training were given to members of the Federal Police Force that were deployed with the United Nations Transitional Authority in Cambodia (UNTAC). When possible, specialists and personnel with United Nations experience are part of the instructional staff.

7. The duration of training depends upon the operation and the urgency of deployment. In the past, training has varied from four days (for the United Nations Truce Supervision Organization (UNTSO) military observers) to 42 days (for participants in UNTAC).

AUSTRIA

8. The Austrian Armed Forces provide peace-keeping training to their personnel assigned to United Nations missions at the Austrian Training Centre for United Nations Peace-keeping Operations. The Centre, established in 1987, is a special unit under the command of the Inspector-General of the Austrian Armed Forces. The Centre is located at Van Swieten Kaserne, Vienna.

Areas of instruction

9. The Centre's courses are designed to prepare Austrian military and civilian personnel of all ranks for United Nations peace-keeping duty. Military units, staff officers, military and civilian police, military observers, foreign

nationals, and medical assistants receive training that includes the following topics:

- peace-keeping principles;
- United Nations operating techniques;
- geopolitical and historical briefings on the area of operations;
- United Nations reporting and recording procedures; and
- armament recognition.

Specialized training

10. The Centre offers a number of special courses. These include a three-week Staff Officer course, a three-week logistics course, a three-week military observer course, a four-week military police course, and election monitoring courses.

11. During the military observer course, taught in English, the following topics are covered: briefings on UNTSO, the United Nations Iraq-Kuwait Observation Mission (UNIKOM), the United Nations Transitional Authority in Cambodia (UNTAC), the United Nations Mission for the Referendum in Western Sahara (MINURSO), the United Nations Operation in Somalia (UNOSOM); peace-keeping strategy and United Nations operating techniques; specialized helicopter surveillance and specialist driving skills. Participants receive a certificate at the end of each course. Currently, up to 15 places are reserved for participants from foreign countries in staff officer and military observer courses.

BRAZIL

12. Brazil provides peace-keeping training to those infantry units of the Brazilian Army and the Marine Corps of the Brazilian Navy that have been selected for a United Nations operation. Training is initiated as soon as the Brazilian Government decides to contribute to a United Nations operation. The coordination and supervision of training is assigned to the Joint Armed Forces Staff and conducted at various Brazilian defence facilities.

Areas of instruction

13. The United Nations "Peace-keeping Training Manual" is the main document used by the Joint Armed Forces Staff in training Brazilian armed forces personnel for United Nations operations. Infantry units of the Brazilian Army, Marine Corps units, military observers, and officers receive training in the following areas:

- background to United Nations peace-keeping;

- weapons training and familiarity with theatre weapons, vehicles, and equipment;

- safety measures and precautions training;

- United Nations operations instruction;

- general military training refresher; and

- safety measures.

14. When necessary, members of the Brazilian Army and Marine Corps receive specialized courses in the following areas:

- advanced driving skills;

- helicopter surveillance;

- staff and language training; and

- explosive ordnance disposal training.

15. Brazilian military observers always receive special training.

CANADA

16. Peace-keeping training for Canadian Forces is provided by the Department of National Defence. The objective of Canadian Forces' peace-keeping training is to meet all the requirements outlined in the United Nations Peace-keeping training manual. All military personnel designated for United Nations operations receive training, at various Department of National Defence facilities, National Defence Headquarters, the Canadian Forces Base, Montreal, and the Canadian Institute for International Peace and Security.

Areas of instruction

17. Canadian Forces' training for peace-keeping operations is divided into two categories: general military training and specific training for peace-keeping operations. Training is provided to staff officers, military units, reservists, military and federal police, military observers, and election monitors. Refresher training prior to deployment has proven adequate in terms of meeting general military training requirements. A small number of deployed reservists are also trained to the same high standards as the regular forces.

Specialized training

18. Mission-specific training represents the majority of Canada's United Nations pre-deployment training. The Canadian Forces have developed numerous special courses:

- annual training for Canada's stand-by force in Jamaica and the Mohave Desert;
- military observer training (at the Canadian Forces Base, Montreal);
- periodic three-day seminars on peace-keeping operations;
- United Nations mandate training for a specific mission;
- socio-political briefings;
- observation post duty training;
- crowd control techniques;
- United Nations administrative procedures;
- the Geneva Conventions; and
- the ethos of peace-keeping.

CHINA

19. The objective of the military observers training programme, to be organized for a period of three months, is to provide officers who have had little or no experience as military observers with the operational competence necessary for them to adapt readily upon deployment. The Ministry of National Defence assumes the responsibility of selecting peace-keeping trainees from among its active military officers in all branches of the Armed Forces, who meet standards set for physical fitness and knowledge of English and who have had at least six years of military service.

Areas of instruction

20. Based on the actual work requirements of United Nations military observers, the curriculum of the programme consists mainly of the following courses:

- The United Nations and its peace-keeping operations;
- functions of military observers;
- communications;
- foreign military language (English);
- operation of motor vehicles;
- military topography;
- quick identification of weapons and equipment;

- mine clearing for engineers;

- countries in the mission areas; and

- control of common diseases in tropical forest and desert areas.

21. The courses listed above have the common purpose of developing and improving the essential quality of all trainees so that, upon deployment, those military observers without previous peace-keeping experience will have the psychological preparedness and essential operational competence necessary to adapt quickly to the environment of the area of operation and to perform the required tasks.

COLOMBIA

22. Colombian training for United Nations operations is provided to military and civilian personnel who form part of a peace-keeping contingent. All training is provided and conducted by the Ministry of National Defence, at various Colombian National Defence facilities.

Areas of instruction

23. Colombian peace-keeping training varies with the demands and requirements for each particular mission. Only the personnel selected for participation in those missions receive peace-keeping training, which is given to infantry units, officers, military observers and civilian police. In addition to the basic training recommended by the United Nations guidelines, Colombian personnel receive training in the following areas:

- political, historical and geographical briefings of the conflict;

- standard operating mission procedures;

- physical training;

- weapons firing and explosive ordnance disposal;

- United Nations operations techniques;

- aircraft recognition;

- technical training (map-reading, communications and vehicle operation); and

- briefings on any agreements signed between parties.

DENMARK

24. Prior to Denmark's participation in the United Nations Protection Force (UNPROFOR), all Danish peace-keeping training was provided by the Danish United

Nations Department of the Defence Command, which had the capacity to train only one company at a time. Training authority has since expanded to include various army institutions in order to prepare a battalion for UNPROFOR. Training takes place at various Danish military bases and the Military Police Officer and Non-Commissioned Officer Training Centre of the Joint Nordic Committee for Military United Nations Matters (NORDSAMFN).

Areas of instruction

25. United Nations training and rapid reaction force training is an integrated part of the Force Training Cycle. The Danish military incorporates peace-keeping training into all levels of its military training for all army personnel. Staff officers, officers, military units, military observers, military police, stand-by forces and all other members of Danish contingents receive training. The complete Danish peace-keeping training programme includes basic training, stand-by force training, and pre-mission training. The basic elements of United Nations training and reaction force training are included in routine national military training.

26. Basic United Nations Training consists of individual training and includes a general introduction to peace-keeping operations, observation post and check-point duty, patrolling, and signal training in Danish and English.

27. Stand-by force training is carried out at the unit level and includes basic training, riot control, escorting, field fortification and obstacle construction, and mine-clearance.

28. Pre-mission training takes place immediately prior to deployment and is mission-oriented. It always includes courses on mission-specific knowledge, special equipment, live firing exercises, and medical checks.

Specialized training

29. Under the authority of NORDSAMFN, Denmark operates a Military Police Officer and Non-Commissioned Officer Training Centre (see paras. 63-67 below).

FINLAND

30. The United Nations Department of the Ministry of Defence coordinates all training of military personnel. Civilian personnel are not regularly trained. Training for military personnel is divided into two main categories: Unit training, pertaining only to Finnish units, which is carried out three times annually; and Military Observer courses, which, as part of the Nordic United Nations training programme, give training to Military Observers in three to four courses annually, with the participation of students from other Nordic, as well as non-Nordic countries. Training is carried out at the United Nations Training Centre for Peace-keeping Operations, Niinisalo Garrison, Finland.

Areas of instruction

31. Finland's training programme is currently based on its contributions to the United Nations Force in Lebanon (UNIFIL), though it is altered, when necessary, to suit other United Nations operations. Training for peace-keeping operations is conducted several times each year and is provided to officers, non-commissioned officers, staff officers, military observers, military police, stand-by forces, and foreigners. Officers receive five weeks of training, while the other ranks receive four. The intensive training programme prepares Finnish personnel for most peace-keeping eventualities and covers the following topics:

- knowledge of United Nations principles, international law and operation;
- tactical peace-keeping training in all its aspects;
- technical training in special subcourses;
- knowledge of the mission area (politics, history, culture and language); and
- first aid and hygiene.

Specialized training

32. Under the authority of NORDSAMFN, Finland offers the United Nations Military Observer course (see paras. 63-67 below). In March 1993, Finland provided a special six-day training course to 30 officers of the German Defence Forces. Half of the officers received military observer training and the other 15 officers were trained to be peace-keeping instructors.

HUNGARY

33. At the present time, Hungarian citizens are participating in United Nations peace-keeping operations only as military observers, and peace-keeping training is therefore limited to such activities.

34. Preparatory peace-keeping training has been provided at the Zrinyi Miklos Military Academy under the direction of the Department for International Information Operations, General Staff of the Hungarian Defence Forces.

Areas of instruction

35. The most recent training course was held in March 1993 for 10 days. Officers were selected in a competition conducted by the Chief of Staff. Of that contingent, individual groups of officers participated in additional 10-day mission-specific courses prior to their deployment in various current operations including UNIKOM and the United Nations Angola Verification Mission (UNAVEM). The content of these courses related to the background of the particular operation, as well as to the historical, cultural and other characteristics of

the countries concerned. The next two-week training course for future peace-keeping officers is planned for October 1993.

IRELAND

36. The Department of Defence coordinates all training of Irish military personnel selected for peace-keeping operations. Participants are selected from a pool of volunteers in accordance with their level of fitness, discipline record, and recommendations. Training is conducted at various Department of Defence institutions and UNIFIL camps.

Areas of instruction

37. All personnel who are selected receive training to meet mission requirements. This includes staff officers, officers, military units, military police, military observers, and medical personnel. Ireland's UNIFIL training programme is used as a guideline for training Irish personnel for other United Nations operations.

38. UNIFIL training takes place twice a year and is done in four phases. Phases 1 to 3 are conducted in Ireland, while Phase 4 takes place after deployment to UNIFIL. Phase 4 provides personnel with "hands on experience" in the environment in which the skills are needed. Irish United Nations peace-keeping training consists of numerous courses, which include the following:

- weapons and endurance skills;
- communications;
- hygiene;
- nuclear, biological and chemical training;
- administration;
- check-point, observation post, and patrol training;
- United Nations operations training; and
- battalion administration and operational training.

Training takes place at the company and battalion levels.

Specialized training

39. Leadership, self-discipline, and personal well-being skills are emphasized throughout the training process to instil the rank and file with high morale. Special UNIFIL Orientation Training helps prepare selected volunteers for duty and includes the following courses:

- the history of UNIFIL;
- the "do's and don'ts" of Lebanese culture;
- UNIFIL Irish battalion Standard Operational Procedures; and
- UNIFIL accident and medical evacuation procedures.

ITALY

40. The Italian Armed Forces provides training for its members as well as civilian personnel earmarked for United Nations service. Additional training on international humanitarian law is supplied by the Armed Forces and the Italian Red Cross. Training is conducted at the Institute of War of the Italian Army in Civitavecchia and various branches of the Italian Red Cross in Marina Di Massa, Iesolo Lido, and Rome.

Areas of instruction

41. Staff officers, officers, crews of the Military Marine, federal and civilian police, air crews, and military observers receive training. Marines learn inspection procedures for merchant marine shipping. The Institute of War of the Italian Army is currently reviewing its military observer course.

42. The objective of the UNTAC training course administered to the Italian Federal Police (Carabinieri), was to prepare them as members of a United Nations operation. Approximately 110 police officers participated in the four-week course located at the Carabinieri First Battalion Academy in Velletri. The course included the following subjects:

- French and English;
- humanitarian law;
- hygiene;
- mine training; and
- briefings on the political and social situation in Cambodia.

Specialized training

43. The Italian Red Cross and the Italian Armed Forces offer a training course on international humanitarian law to Red Cross personnel, nurses, and about 30 officers of the Armed Forces (from the rank of captain to colonel). The two-week course is taught by university professors, officers, and Red Cross personnel. The aim of the course is to enable participants to carry out their duties in compliance with international humanitarian law.

REPUBLIC OF KOREA

44. The Republic of Korea provides a training programme for its contingent with the United Nations Operation in Somalia (UNOSOM II). A Peace-keeping Training Centre has been established under the auspices of the Engineering School. The training courses outlined below are subject to inspection by the Army Headquarters as well as the National Defence Department.

Areas of instruction

45. The training centre currently administers a basic training course of 4 weeks consisting of: (1) engineering specialty training (construction, combat engineering, well-drilling, facility management, communication, hygiene equipment, maintenance, driving); (2) general instructions for United Nations peace-keeping operations (general information on the mission area, international law/military law, significance of deployment, hygiene and medical prevention, English/Somali, security); (3) combat training (weapons firing exercise; mine-awareness and clearance; individual combat training; guard and protection measures; chemical and biological defence; first aid treatment; special military arts); and (4) moral education by the commander.

Specialized training

46. Supplementary training, totalling three weeks, consists of physical training, specialty training, weapons firing exercise, disciplinary exercise, guard and protection exercise, and operation of mobile task forces. A six-day course by special warfare troops is also offered.

LUXEMBOURG

47. The Army of Luxembourg, in collaboration with the Belgian Armed Forces, trains Luxembourg military personnel for participation in the joint Belgian-Luxembourg Battalion for UNPROFOR. Selected officers of the Luxembourg Armed Forces also receive military observer and staff officer training at the Austrian Training Centre for United Nations Peace-keeping Operations. Training is conducted at the Luxembourg military facilities and the Austrian Training Centre for United Nations Peace-keeping Operations.

Areas of instruction

48. Infantry units earmarked for United Nations deployment follow a four-month training programme in Luxembourg prior to joint deployment with Belgian troops. The training programme emphasizes the rules of engagement, infantry tactics, and geopolitical aspects of the deployment zone. Participants also receive instruction in the following subjects:

- observation post and patrolling duty;
- nuclear biological chemical training;
- armament use and recognition;

- humanitarian law (Geneva Conventions);

- mine-awareness; and

- first aid.

49. Units to be deployed within the framework of the Belgium-Luxembourg UNPROFOR Battalion receive a specific joint training of up to two weeks' duration within the Belgian Battalion.

Specialized training

50. Officers receive special military observer and staff officer instruction, at the rate of one officer annually per course, at the Austrian Training Centre for United Nations Peace-keeping Operations.

NEPAL

51. The Royal Nepalese Army coordinates all training of its personnel for participation in United Nations missions. The programme is administered by the Directorate of Military Operations and the Directorate of Military Training. The selected personnel from various units are trained at Panchkhal Military Base.

Areas of instruction

52. Infantry units, staff officers, and military observers receive training. Training for United Nations operations lasts 10 weeks and takes place on a quarterly basis. Training for UNIFIL personnel occurs from December to February and June to August. UNPROFOR training takes place from September to November and March to May.

53. Participants receive instruction from military personnel with United Nations experience, Foreign Ministry officials, representatives of research institutes, and university professors in the following areas:

- check-point and observation post duties;

- United Nations procedures and administration;

- general military duties; and

- culture, history, and language.

When possible, training involves simulated exercises for each mission. Training culminates with a demonstration by the battalion in an effort to display the skill and poise necessary for participation in United Nations operations.

Specialized training

54. The Army plans to establish a course designed for training military observers.

NETHERLANDS

55. The Netherlands Army troops contributed to United Nations operations are trained by the Peace Forces Training Detachment, which is subordinate to the Directorate of the Netherlands Army. Training is conducted at the Peace Forces Training Detachment, Elias Beeckman Barracks, Ede, the Netherlands.

Areas of instruction

56. The Peace Forces Training Detachment trains staff officers, infantry units, military observers, and federal police. The training is intended to prepare the participants to function efficiently as United Nations soldiers and covers the following areas:

- administrative issues;
- United Nations operational procedures;
- cultural and socio-political information;
- a general military review; and
- family information.

57. The seven-person staff of the Peace Forces Training Detachment handles most of the two-week training courses. Guest speakers include instructors from the Ministry of Foreign Affairs, Defence Staff, Institute of International Relations Staff, Commando Corps personnel, and medical staff.

Specialized training

58. The Army plans to create a centre modelled on the ones currently employed by the Scandinavian nations.

NEW ZEALAND

59. The New Zealand Defence Force (NZDF) provides training for all NZDF personnel to be deployed to United Nations operations. Personnel for United Nations operations are selected from the New Zealand Regular Army. The training is modified to suit each mission and is based on the training for previous missions of a similar nature. Training usually takes place at the units' home base of operations.

Areas of instruction

60. United Nations training is provided to officers, military units, military observers, and reservists destined for United Nations operations. Despite slight training modifications for each specific mission, NZDF commitments require participants to undergo training in the following areas:

- general military and medical issues;
- theatre preparation (courses on geography, climate, culture, history and politics of the operation);
- United Nations Guidelines for Standard Operating Procedures and the decision-making process;
- mine-awareness;
- stress management; and
- physical fitness.

61. All members of a United Nations operation are assembled in Auckland before departure for the pre-deployment training phase. During this 10-day training phase, the contingent receives further briefings about United Nations procedures, specialist training, and language instruction. Specialist training includes advanced mine-awareness and signals courses for UNTAC.

Specialized training

62. The only area of advanced training offered by the NZDF involves military observers. Military observer candidates destined to serve in the United Nations Truce Supervision Organization (UNTSO), UNPROFOR, and UNAVEM receive instruction in the following areas:

- vehicle familiarization and driving skills;
- weapon systems recognition;
- language training;
- United Nations Guidelines for Standard Operating Procedures;
- mine-awareness; and
- medical training.

NORDIC COUNTRIES

63. The peace-keeping activities of Denmark, Finland, Norway and Sweden are highly integrated and governed by NORDSAMFN. When the Nordic countries first began cooperating on United Nations matters in the 1950s, they did so mainly in

regard to the organization of equipment and the joint deployment of troops. Today, they also operate four training centres to prepare officers and non-commissioned officers for service in United Nations peace-keeping missions. These training centres are the United Nations Military Police Course in Denmark; the United Nations Military Observer Course in Finland; the United Nations Logistics Course in Norway; and the United Nations Staff Officer Course in Sweden.

Areas of Instruction

United Nations Military Police Course, Denmark:

64. At the end of the three-week course, offered once a year, students are capable of dealing with numerous situations: the maintenance of law, order, and discipline within United Nations authority; cooperation with local police forces and health authorities; the administration of traffic control measures; United Nations military police duties (reports, compiling of statistical information); and control of large-scale demonstrations and riots. The course is taught in English.

United Nations Military Observers Course, Finland:

65. The purpose of preparing Nordic officers for observer duties is achieved by instruction in the following areas: United Nations organization and history; observer duties and communication procedures; political, social, and religious briefings; climatic, topographical and environmental circumstances specific to each mission; peace-keeping attitudes; and English language.

United Nations Logistics Course, Norway:

66. The two-week course provides the students with knowledge about logistical aspects of United Nations missions and a general understanding of international disaster relief. The topics include general logistical information; logistics principles and procedures; engagement in United Nations operations; and experience from United Nations operations. The courses are taught in English in the form of lectures, team exercises, and case studies.

United Nations Staff Officer Course, Sweden:

67. The three-week course trains staff officers for assignment in the headquarters of United Nations peace-keeping operations with instruction in the following areas: introduction to an international staff system; United Nations conflict control operations; United Nations organization and procedures; role of United Nations forces and relations between United Nations forces and the local population; political, economic, social, and religious briefings; and practice in staff work. The course is taught in English.

NORWAY

68. The Norwegian General Inspector of the Army, Navy, and Air Force is responsible for coordinating peace-keeping training for members of the Norwegian

Armed Forces. Training is conducted at various Norwegian Defence Department facilities and at the United Nations Logistics Officers Centre, Vatneleiren. Norway's United Nations Stand-by Force, created in 1964, supplies most of the personnel for United Nations peace-keeping operations.

Areas of instruction

69. Peace-keeping training is part of Norwegian military training at all levels and is designed to establish the knowledge, skills, and the attitudes individuals and units need for peace-keeping. All branches of the Armed Forces, staff officers, officers, military observers, military police, stand-by forces, foreigners, military students, and medical personnel receive a peace-keeping refresher course every three years and staff exercise every year. Training is tailored to each mission, but will usually cover the following topics: culture, geography, history, and politics of past missions; preventive health care; peace-keeping theory; United Nations Guidelines for Standard Operating Procedures and logistics regulations; check-point and observation post duty; patrolling, searching, escorting, and tailing; and infrastructure construction.

70. Prior to deployment all members of the contingent undergo an intensive three-week peace-keeping course (five weeks for officers). Instructors with experience in the relevant operations are used whenever possible.

Specialized training

71. Under the authority of NORDSAMFN, Norway conducts a Logistics course.

PERU

72. The Peruvian Army's Education Command (Commando de Instrucción del Ejercito, COINDE) is responsible for coordinating and training army personnel. The Navy and Air Force coordinate training for their own personnel. Training is conducted at various Army, Naval, and Air Force facilities.

Areas of instruction

73. Training varies for each United Nations peace-keeping operation, but when large contingents are designated for United Nations duty, the Army Education Command organizes an accelerated course. The courses are offered to officers, military observers, military police, infantry units, and civilian employees. Accelerated training for personnel selected for United Nations operations includes the following subjects:

- languages (English or French);
- United Nations peace-keeping procedures;
- infantry, cavalry, artillery and engineering corps tactics;
- communications and logistics training;

- military police;

- human rights; and

- background of area of operations.

74. In the past, the Army Education Command has cooperated with other Governments in order to provide the proper training.

75. Training offered to naval personnel by the Navy includes map reading, symbols and abbreviations, military topography, terrestrial navigation, and language instruction. The Air Force provides a general introduction to its own personnel on agreements, treaties, and international rules that govern United Nations peace-keeping operations. This information is covered by the year-long General Staff and High Command courses at the Peruvian Air Warfare Academy.

PHILIPPINES

76. The Armed Forces of the Philippines is in charge of training personnel for United Nations peace-keeping operations. Training is conducted at various facilities of the Armed Forces of the Philippines.

Areas of instruction

77. The objective of the training is to prepare contingent members for the rigours of United Nations missions. The training is provided to officers, infantry units, air crews, military observers, and civilian police. The three-day course uses the Peace-keeping Training Manual as a reference guide and consists of instruction in the following areas:

- United Nations standard operating procedures and principles;

- United Nations privileges and immunities;

- country and cultural briefings; and

- law and international peace-keeping.

Specialized training

78. The Philippine National Police is in charge of training of United Nations civilian police monitors. A committee has been created to oversee the screening of volunteers for peace-keeping contingents based on a strict interpretation of the standards outlined in the United Nations Guidelines for Standard Operating Procedures. Those selected by the committee must attend an extensive training course in police skills. The following courses were conducted in preparation for the deployment of peace-keeping contingents:

- Khmer language;

- human rights and international law;

- Cambodia's political, economic and social profile;
- explosive and ordnance disposal, mine detection;
- preventive maintenance of light vehicle, defensive driving;
- police operations procedures;
- terrain intelligence;
- voice/radio communications;
- police correspondence;
- the art of negotiation;
- social usage and protocol;
- firearms maintenance;
- police station organization and functions; and
- protection and security for senior officials and other important figures.

POLAND

79. The Military Foreign Affairs Office is in charge of governing and coordinating all aspects of participation by Polish troops in United Nations missions. All training for Polish contingents for United Nations missions takes place at the Military Training Centre for United Nations Peace-keeping Operations at Kielce, Poland.

Areas of instruction

80. Logistics and infantry units, officers, staff officers, military observers, headquarters personnel, military/civilian police and medical units receive instruction at the Training Centre. The four to six-week training course, initiated immediately prior to the contingent's deployment, includes the following subjects: United Nations Standard Operating Procedures and scope of duties; patrolling, check-point and observation post training; military English; cooperation with local community; driving; first aid; anti-chemical weapons defence; and topography. The basic United Nations Polish term of duty is eight months with a 50 per cent replacement of troops occurring every four months.

Specialized training

81. The Training Centre has special courses for military observers and military/civilian police. The courses are designed to prepare officers and military/civilian police for duty in any United Nations mission. The military observer course includes the following subjects:

- general orientation (geopolitical briefing, United Nations legal aspects, United Nations Standard Operating Procedures);
- observer duties, cease-fire violations, armaments recognition;
- communications;
- transport (special driving techniques);
- military English; and
- first aid.

82. The military police course is similar to the observer course, but with emphasis on other areas such as the rules of United Nations military police service.

83. The Training Centre also offers a number of special courses in the following categories: administration, medical care, United Nations guards, engineering and basic English.

PORTUGAL

84. The training of Portuguese military personnel in the tasks inherent in peace-keeping operations is now undertaken at the level of general military training in all units, as well as being included in the curricula of relevant courses offered at military institutions.

Areas of instruction

85. The personnel considered for peace-keeping operations, especially ground forces and military observers, have undertaken training exercises for those tasks throughout 1993. Due to the sensitivity of the matter, all military personnel selected to undertake missions for the United Nations have received specific preparation according to the mission to which each is assigned. An example of this was the preparation of the Communications Battalion that is now in the service of the United Nations Operation in Mozambique (ONUMOZ).

RUSSIAN FEDERATION

86. The Defense Ministry of the Russian Federation organizes the training for peace-keeping forces and military observers. Training for peace-keeping forces is conducted at the base of the 27th Guard Motorized Infantry Division. The training course for senior officers is conducted at Vystrel and military observer training is conducted at Solnechnogorsk.

Areas of instruction

87. The 27th Guard motorized infantry division is given training in order to participate in various peace-keeping operations. At present, measures are being

taken to improve the teaching facilities and to establish training centres for the preparation of peace-keeping forces.

Specialized training

88. Since 1980, approximately 35 officers a year, ranging in rank from captain to major, undergo a two-month course at Solnechnogorsk. As of this year, the course has been expanded to train up to 100 officers in a given year. Russian officers with previous United Nations military observer experience teach the courses. The course prepares officers to perform observer duties under difficult conditions with instruction in the following subjects:

- history of United Nations peace-keeping activities;
- military and combat techniques, principles of observation;
- military engineering training;
- military topography;
- communications;
- functional duties of United Nations military observers;
- automotive training;
- medical training;
- physical training; and
- combined field training.

SENEGAL

89. The Senegal Ministry of the Armed Forces organizes the training of personnel destined for United Nations peace-keeping operation duty. Training is conducted at various military facilities.

Areas of instruction

90. Once members of a contingent have been selected, they are regrouped at a central location for training to foster an esprit de corps amongst the various elements. The training is provided to officers, military observers, infantry units, and military police. During the training period the contingent receives instruction in the following areas:

- United Nations operational and logistical procedures;
- impartiality and humanitarian law;
- monitoring buffer zones;

- humanitarian assistance; and

- the native culture.

91. The Ministry of Foreign Affairs and the embassy of the country of deployment usually participate by briefing military personnel on geopolitical and economic issues in the mission area.

SINGAPORE

92. At the present time Singapore has no formal peace-keeping training courses. The Singapore Police Force conducts training courses on an ad hoc basis as necessary to prepare its police for involvement in United Nations peace-keeping operations, e.g. UNTAC and UNIKOM. The courses are conducted at two levels: selection training and preparatory training and are given at police training establishments.

Areas of instruction

93. The Selection Training Course covers a period of ten days and consists of rigorous physical training in order to identify level of motivation and maturity, physical fitness, endurance, confidence and team spirit. It is attended by police officers with satisfactory records, who have volunteered to serve in the United Nations peace-keeping contingents. The Preparatory Training Course covers a period of five weeks prior to deployment in the mission area and is mandatory for officers who have successfully completed the Selection Training Course. The course focuses on four main aspects of training:

(a) Health/survival

- health care, diet and nutrition, personal hygiene, preventive medicine;

- jungle survival, mine-awareness/explosives identification, first aid.

(b) Physical skills

- driving training (four-wheel-drive), equipment operations;

- weapons training, unarmed combat;

- map reading/navigation;

- water survival, campcrafts, physical training and games.

(c) United Nations organizations, Police Monitors' role and functions, Singapore Police Headquarters' expectations and discipline, general perception and prejudices.

(d) Mission area country brief

- geography and culture;

- history, politics and diplomacy; and

- language - greetings and basic conversational phrases.

The course concludes with a five-day field trip during which the physical training and leadership skills are put into practice.

SPAIN

94. In Spain the Training Office and the Army, Navy and Air Force Headquarters schedule periodic activities in their respective instructional centres.

Areas of instruction

95. General training is currently provided to students pursuing basic through advanced military education for the Army. Training is offered to officers selected for observer missions, to constituent units of the force participating in missions, and to police observers. The instruction, provided primarily by the Army, is offered to members of the Air Force and Navy. Selected foreign students also participate in the general staff course.

Specialized training

96. Prior to their deployment, officers participating in observer missions attend a two- to three-week course organized by the Operations Division of the Army General Staff that includes instruction in specific United Nations assignments; mission-specific preparation; radio liaison procedures; all terrain driving, emergency repairs and recovery of vehicles; health care, first aid and disease prevention; identification of weapons and material; and English. The units designated for participation in a mission receive, in addition to a programme of general instruction, specialized training in escort of convoys; protection of routes; establishment of check-points; patrolling; liaison procedures.

97. In addition, there is a two-week 60-hour training course provided to Spanish police observers assigned to El Salvador, which consists of the following: principles of United Nations operations; political aspects of the conflict in which El Salvador is embroiled; economic, cultural, geographical and historical information on El Salvador; physical training and familiarization with living conditions in the area of operation; technical skills in communications, driving; and health care and disease prevention.

SWEDEN

98. The Swedish Armed Forces International Centre is responsible for training personnel for peace-keeping operations. The training is conducted at Sweden's United Nations Training Centre in Almnaes.

Areas of instruction

99. All peace-keeping training is based on the programme provided to the Swedish Stand-by Force. Members of the Stand-by Force, military units, logistics personnel, military observers, military and civilian police, disaster relief personnel, election monitors and foreigners receive training. The various two-week comprehensive training programmes cover numerous topics:

- United Nations peace-keeping history;
- United Nations Guidelines for Standard Operating Procedures and mission directives;
- political/social and historical causes of the conflict;
- United Nations operating techniques;
- negotiation;
- weapons and mine training;
- military English; and
- fire-fighting and driving skills.

In addition, the civilian police are given training in local police regulations and international human rights law.

Advanced training

100. Sweden operates the three-week, United Nations Staff Officer Course under the authority of NORDSAMFN.

SWITZERLAND

101. As a non-member State Switzerland has participated only sporadically since 1953 in United Nations peace-keeping operations and only through supplies and transport of military personnel and voluntary contributions. This situation is due to the fact that Swiss legislation now in effect only allows for the deployment of non-combat personnel. However, Switzerland may be training and providing its first contingent of approximately 600 Blue Helmets to United Nations operations as early as 1995.

Areas of instruction

102. Since 1989, Switzerland has begun to intensify the frequency and nature of its participation in United Nations peace-keeping operations. Election supervisors, as well as officers, military observers and medical personnel, receive peace-keeping training. Participants undergo a week-long training course, coordinated by the Federal Department of Foreign Affairs. Students are briefed by United Nations officials and by officials of the Conference on Security and Cooperation in Europe on peace-keeping operations and the democratic process. To date, 55 Swiss electoral supervisors have been trained.

Specialized training

103. In 1992 the Swiss Ministry of Defence coordinated a two-week long military observer course with 30 participants from Austria, Denmark, Finland, Norway, and Switzerland. The course was held at the Winterthur Garrison (MZA Teuchelweiher), Zeughasstrasse 67, CH-8400 Winterthur. The course, taught in military English, included instruction in the following areas:

- general background of United Nations peace-keeping operations (history, principles, medical problems, attitudes);
- observer duties (reporting, surveillance, armament recognition, inspection);
- communications (United Nations system and procedures, radio use);
- military English; and
- transportation (driving skills).

UNITED KINGDOM

104. Military personnel in the United Kingdom receive United Nations peace-keeping operation training under the auspices of the Ministry of Defence. The United Kingdom draws its peace-keeping personnel from regular service units with high standards of military training, which require only mission-specific packages as further training at various Ministry of Defence establishments, including staff colleges. Pre-deployment military training is now conducted principally at the Army's Combined Arms Training Centre, Warminster, on behalf of all three services.

Areas of instruction

105. During Initial Officer Training, all three Services provide a general brief introduction to the United Nations and its peace-keeping operations. At three single Service Staff Colleges, peace-keeping is a topic regularly covered in the courses. Detailed studies are undertaken in peace-keeping, conflict resolution, humanitarian assistance, command and control strategy and operation. Peace Support Operation is now a subject regularly chosen by students for major course papers.

106. The United Kingdom possesses a well-established training programme to cover its commitments to the United Nations Peace-keeping Force in Cyprus (UNFICYP), UNTAC, UNPROFOR, UNIKOM and the United Nations Mission for the Referendum in Western Sahara (MINURSO). Officers, staff officers, military observers, and military units earmarked for peace-keeping operations receive pre-deployment training focusing on the following subjects: peace-keeping duties at the Section/Troop level and above; patrolling and observation post duty; crowd control; helicopter surveillance and casualty evacuation; use of night vision equipment; map-reading and first aid; United Nations Guidelines for Standard Operating Procedures; arms training and fighting; and politics, history, culture, and language. Specialist training is given, when necessary, to the appropriate individuals.

Specialized training

107. Military observers undergo a five-day training course specifically related to the area of operation. The Foreign Office participates in the training of senior military observers by providing specific briefing packages. British peace-keeping training is open to observation by those who participate in similar programmes at other such training facilities.

UNITED STATES OF AMERICA

108. The United States Department of Defense provides (1) peace-keeping training for Army and Marine Corps units that have the potential to be deployed in United Nations missions and (2) United Nations familiarization/orientation courses for all officers attending the War Colleges. The objective is to ensure that the tactical and strategic requirements outlined in the United Nations "Guidelines for Peace-keeping Training" are fully met. Peace-keeping courses for United States military personnel are currently being expanded in response to the ever-increasing complexity of United Nations operations around the world. Such courses are offered at various combat training centres, as well as the Army Peace-keeping Training Institute/US Army War College at Carlisle Barracks, Pennsylvania; the Navy War College at Newport, Rhode Island; the Marine Corps Command and Staff College at Quantico, Virginia; and the Air University at Montgomery, Alabama.

Areas of instruction

109. Preparation for peace-keeping operations is carried out through both integrated unit training and individual professional military education. The United States Army Training and Doctrine Command develops packages that are used world wide for unit level on-station training. In addition to standard military skills, the following topics are offered:

- history and mission of the United Nations;
- rules of engagement in United Nations environment;
- regional orientation;

- negotiation skills;
- check-point operations;
- investigation and reporting;
- civilian military operations;
- civil affairs;
- United Nations convoy security;
- non-combatant evacuation operations/hostage rescue; and
- refugee handling.

The Combined Arms and Service Staff, Marine Corps Command and Staff College, and Officer Advanced Course provide detailed education on peace support operations.

Specialized training

110. Once an army unit is designated for peace-keeping operations, it will intensify training at one of three Combat Training Centres. Training scenarios are tailored to the selected operation and evaluate previous on-station recurrent training. Marine Corps units have also increased the training tempo at one of several training facilities. Finally, advanced professional military education courses at each Service's War College focus on strategic United Nations concepts and force deployment.

URUGUAY

111. Both the Army General Command and the Navy General Command provide special courses designed to prepare officers as well as junior personnel to serve as United Nations military and naval observers. Training is conducted at Army and Naval Central Training Centres.

112. The 11-week training programme under the Army General Command is divided into four separate courses: a military observer course, a General Staff officer course, a course for Officers assigned to peace-keeping units, and a course for junior members of peace-keeping units. Lectures and information are given by senior officers, commanders, and guest lecturers who have been on peace-keeping missions. The programme covers the following areas: general orientation regarding peace-keeping; General Staff duties; military observer duties; communications; transport; health; international human rights norms; logistics; military police duties; and English.

113. Under the auspices of the Navy General Command, the following subjects are covered: naval observers; French; local arms and aircraft identification; general orientation based on available information; translation and learning of the entire operations order, including the naval, air and land components; English; medical briefings; guided reading of information concerning the

mission; information concerning the area of operation (geographical, meteorological, political, cultural and religious); infantry tactics (patrols, river operations, jungle operations); logistical and communications procedures; first aid; handling of heavy vehicles; handling of small vessels; small-calibre weapons.

ABBREVIATIONS

United Nations Missions

MICIVIH	United Nations Civilian Mission in Haiti
MINURSO	United Nations Mission for the Referendum in Western Sahara
ONUC	United Nations Operation in the Congo
ONUCA	United Nations Observer Group in Central America
ONUSAL	United Nations Observer Mission in El Salvador
UNAVEM	United Nations Angola Verification Mission
UNDOF	United Nations Disengagement Observer Force
UNEF I	United Nations Emergency Force (1956-1967)
UNEF II	United Nations Emergency Force (1973-1979)
UNFICYP	United Nations Peace-keeping Force in Cyprus
UNGOMAP	United Nations Good Offices Mission in Afghanistan and Pakistan
UNIFIL	United Nations Interim Force in Lebanon
UNIIMOG	United Nations Iran-Iraq Military Observer Group
UNIKOM	United Nations Iraq-Kuwait Observation Mission
UNIPOM	United Nations India-Pakistan Observation Mission
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNAMIR	United Nations Assistance Mission for Rwanda
UNOGIL	United Nations Observation Group in Lebanon
UNOMIG	United Nations Observer Mission in Georgia
UNOMIL	United Nations Observer Mission in Liberia
UNOMUR	United Nations Observer Mission Uganda-Rwanda
UNOSOM	United Nations Operation in Somalia
UNPROFOR	United Nations Protection Force
UNSCOM	United Nations Special Commission
UNSF	United Nations Security Force
UNTAC	United Nations Transitional Authority in Cambodia
UNTAG	United Nations Transitional Assistance Group (Namibia)
UNTSO	United Nations Truce Supervision Organization
UNYOM	United Nations Yemen Observation Mission